



JOHN TAOLO GAETSEWE DISTRICT MUNICIPALITY
EMPLOYMENT EQUITY PLAN
2018 - 2023

Ms P Q Mogatle

Speaker.

1. INTRODUCTION

The commencement date of this Employment Equity Plan (EEP) is the 01st July 2018 to 30th June 2023. It reflects the current status of the workforce profile and the state desired at the end of the plan's duration. In order to monitor the progress effectively, a provision has been made for objectives to be achieved for each year of the plan.

The primary purpose of the plan is to achieve reasonable progress towards employment equity in the JTGDM workforce. In compliance with section 20 of the Employment Equity Act 55 of 1998 (EEA), this plan covers the following aspects:-

- Consultation as contemplated in sections 16 and 17 of the EEA
- Analysis as contemplated in section 19 of the EEA
- Affirmative action measures to be implemented in terms of section 15 (2) of the EEA
- The numerical and non-numerical goals and targets
- The timetable for the achievement of non-numerical goals
- The procedures that shall be used to monitor and evaluate the implementation of the plan
- The internal dispute resolution procedures
- The persons in the workforce of EMM, including senior management, responsible for monitoring and implementing the plan.

2. OBJECTIVES AND TIMEFRAME

The natural attrition or turnover of staff is too small to make it possible to set annual targets and/or timeframes. Instead, the plan will be over five years and objectives are as follows:-

- 50/50 gender ratio on all occupational categories; Ms P Q Mogatle
- 80% black and 20% white representation;
- 50% youth; Speaker
- Preference should be given to people from designated groups in terms of identified ratios when filling positions;

- Although the targets set over the five years only relates to racial and gender equity, the Municipality will also endeavor to employ people with disabilities. The objective is to provide for at least 1% of people with disabilities. This will be factored into the gender and racial ratios indicated above. Office based positions will be targeted in this respect, but where possible it will also be extended to the job creation initiatives of the Municipality.
- Voluntarily retrenchment or early retirement should be considered as an options, where municipal financial resources allow;
- Skills development should be considered in order to create opportunity for existing staff members;
- The Municipality will endeavor to retain relevant experience and skills, especially scarce skills.
- The Municipality will also attempt to equalize the remuneration and benefits of the current staff establishment by shrinking and flattening the staff structure over the next five (5) years.

3. LEGISLATIVE FRAMEWORK

In view of the inter-relatedness of laws governing the employment relationship, this plan shall be read together with other Acts and authoritative sources of our law including, but not limited, to the following:-

- Constitution, Act 108 of 1996
- Employment Equity Act 55 of 1998
- Labour Relations Act 66 of 1995
- Basic Conditions of Employment Act 75 of 1997
- Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000
- Promotion of Administrative Justice Act 3 of 2000
- Promotion of Access to Information, Act 2 of 2000
- Relevant Case law as developed by the Courts
- Indigenous law
- Common law
- Relevant Codes of Good Practice
- Any other authoritative law sources

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4. THE EMPLOYEMENT EQUITY (EE) MANAGER

For the purpose of section 24 of the EEA, the EE manager shall be the Director Corporate Services who will manage the employment equity processes in the municipality with the assistance of the Human Resource Unit. The Accounting Officer of the municipality will be responsible for the overall implementation and reporting in terms of Employment Equity Plan.

5. BACKGROUND

The purpose of the Employment Equity Act, 1998 (Act 55 of 1998) (Section 2) is to achieve employment equity by:-

- a. *"promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination; and*
- b. *Implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups. In order to ensure their equitable representation in all occupational categories and levels in the workforce."*

The Municipality is obliged to prepare a subsequent employment equity plan when the term of the current plan is expiring, in compliance with Section 23 of the Act.

6. DEMOGRAPHIC PROFILE OF THE JOHN TAOLO GAETSEWE DISTRICT

The Integrated Development Plan (IDP) of the District Municipality based on StatsSA 2016 Information reflects on the demographics of the District as follows:-

"The gender split in the JTGDM is 49.12% male and 50.88% female. There is largely more females than males in all municipalities with the exception of Gamagara Local Municipality; where there is more males than females, mainly because of the presence of job opportunities that attract men from other areas outside the district."

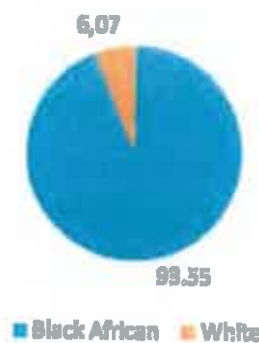
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The racial profile of the JTGD is as follows:-

- **Africans: 93.55%;**
- **Whites: 6.07%."**

Figure 9.1: Illustration of district's racial profile



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7. FORMAL STATEMENT OF COMMITMENT

The JTGD's commitment is embodied in the preamble to the Employment Equity Policy, which reads thus: - "The John Taolo Gaetsewe Municipality (hereinafter referred to as (JTGD)) recognises that local government entails a process of reconstruction, democratisation and development in order to eradicate the effects of apartheid. JTGD also recognizes that affirmative action and employment equity forms an integral part of this transformation.

JTGD shall implement comprehensive employment equity education, training and development strategies to redress historic and existing inequalities, prejudices and unfairness in the workplace by:-

- ✓ Ensuring equal opportunity practices.
- ✓ Enforcing the right of fundamental equality and opportunity between men and women in employment as well as the right of every person to be protected against employment or procurement discrimination on the grounds of race, gender, ethnic or social origin, colour, age, culture, language, marital status, disability or economic status.
- ✓ Committing itself to a consultative process of effective planning and implementing affirmative action and employment equity to redress past

imbalances, and identifying the skills, occupational categories required in the future to ensure the attainment of a socially responsible, efficient and racially integrated workforce, representative and sensitive to the needs of the community."

8. CONSULTATIVE STRUCTURES

The following stakeholders are recognised for various consultation purposes:-

- Employment Equity Committee
- Employment Equity & Skills Development Technical Committee
- Employment Equity & Skills Development Forum
- South African Municipal Workers Union (SAMWU)
- Independent Municipal Allied Trade Union (IMATU)

9. THE EAP STATISTICS

In developing the EE targets, the national and regional statistics for the economically active population (EAP) as supplied by Statistics South Africa from time-to-time will be taken into account. The JTGDM made use the provincial EAP for Northern Cape as the primary basis for the determination of EE targets for the municipality.

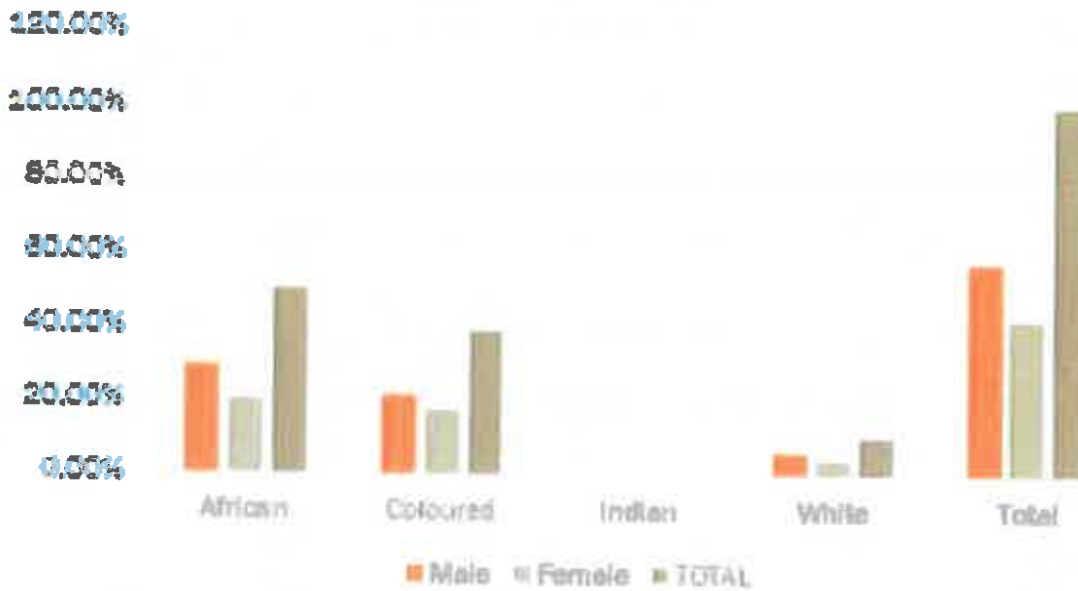
The current state as supplied by Statistics South Africa, September 2012 are as follows:-

MALE				FEMALE				TOTAL
A	C	I	W	A	C	I	W	
29,80	21,30	0,2	0,2	20,60	17,3	0,2	4,4	100

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Northern Cape



10. ANALYSIS

The current workforce profile was analysed to determine under-representation of people from designated groups and the resultant information used to project the desired state at the end of the EE Plan. For the purposes of this plan, the over and under-representation is determined relative to the Northern Cape EAP statistics.

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Table 7.1 WORKFORCE PROFILE VS EE TARGETS

	MALE				FEMALE				VACANCY	TOTAL
	A	C	I	W	A	C	I	W		
	29,80	21,30	0,2	6,2	20,60	17,3	0,2	4,4		100
SENIOR MANAGERS	2	0	0	0	2	0	0	0	2	6
PROVINCIAL	2	1	0	0	2	1	0	0		6
TARGET	2	1	0	0	2	1	0	0		6
MANAGERS	4	0	0	3	1	1	0	1	9	19
PROVINCIAL	6	4	0	1	4	3	0	1		19
TARGET	6	4	0	1	4	3	0	1		19
PROFESSIONALS	7	6	0	0	30	2	0	2	10	51
PROVINCIAL	16	11	0	3	11	7	0	3		51
TARGET	16	11	0	3	11	7	0	3		51
SEMI-SKILLED WORKERS	4	1	0	2	7	0	0	2	9	25
PROVINCIAL	8	5	0	2	5	4	0	1		25
TARGET	8	5	0	2	5	4	0	1		25
ELEMENTARY WORKERS	13	0	0	0	6	1	0	0	6	26
PROVINCIAL	8	6	0	2	5	4	0	1		26
TARGET	8	0	0	0	6	0	0	0		26
INTERNS	13	0	0	0	4	0	0	0	2	21
PROVINCIAL	5	3	0	1	4	3	0	1		17
TARGET	5	4	0	1	4	2	0	1		17

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ANALYSIS

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Senior Managers

According to the analysis the 2 vacant posts must be filled with one colored male and one colored female. The present distribution puts colored under blacks, it is therefore still appropriate if the Council takes a decision to employ only blacks in the two vacant positions.

Managers

There are 9 vacancies under middle management level. As per analysis, the municipality must prioritize 2 black males, 4 colored males and 3 black females. In respect of whites, there must be 1 white male and 1 white female if equity is to be applied in our municipality.

Professionals/Skilled workers

Under the professional/ skilled workers category, there are more females than males in the municipality. According to the analysis, there should be only 11 black females out of 30 black females and 7 colored females in order to create equity in the institution. When addressing vacant posts, the municipality must employ 9 black males, 11 colored males, 3 white males, 5 colored females and 3 white males. The municipality is allowed to make its own decision in regards classifying coloreds as blacks.

Elementary workers

The municipality has more males, about 5 more than the expected number, in this category. In order to achieve equity, the municipality must employ 6 colored males, which can also be 6 black males. Equity will be attained if the municipality has 8 black males, 6 colored males, 2 white males, 5 black females, 4 colored females and 1 white female.

Interns

There are more males than females at this level. It is very clear that the two vacant posts must be filled by two black females.

In general, the municipality is free to exercise its decision based on the population distribution within the district. The racial profile of the JTGDM is as follows:-

- Africans: 93.55%;
- Whites: 6.07%."

11. DESIGNATED EMPLOYMENT EQUITY OFFICIALS

The Accounting Officer of the Municipality will be responsible for the overall implementation and reporting in terms of the Employment Equity Plan. The Director: Corporate Services is designated to manage employment equity processes in the Municipality with assistance of the Human Resources Unit.

12. REPORTING

Reporting in terms of the Act will take place as follows:-

- Annually to the Department of Labour;
- Annual disclosure in the annual report of the Municipality; and
- Bi-annual implementation monitoring reports to Municipal Council.

13. REVIEW

This EE plan will be reviewed quinquennial.



DH MOLAOLE
MUNICIPAL MANAGER

31/07/2018

DATE

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